

Assessing the Impact of Nurse Supervision on Building Barangay Health Workers' Capacity in Promoting Health Programs in the Selected Municipality of Surigao del Norte

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ABSTRACT

This study assessed the impact of nurse supervision on building Barangay Health Workers' (BHWs) capacity in promoting health programs in a selected municipality of Surigao del Norte, Philippines. Using a descriptive correlational research design, 100 active BHWs were surveyed using a researcher-constructed and validated bilingual questionnaire. Nurse supervision was assessed in terms of support and guidance, communication and feedback, and monitoring and evaluation. BHW capacity was measured through knowledge and skills, confidence and motivation, and performance and accountability. Health program promotion was evaluated through community participation, program implementation, and program sustainability. Frequency and percentage, weighted mean, and Pearson r correlation were used to analyze the data. Results showed that nurse supervision (WM = 4.71), BHW capacity (WM = 4.69), and health program promotion (WM = 4.70) were all very high. Pearson r analysis revealed a high positive and significant correlation between nurse supervision and BHW capacity ($r = 0.7603$, $p < 0.05$), and moderate positive significant correlations between nurse supervision and health program promotion ($r = 0.5441$, $p < 0.05$) and between BHW capacity and health program promotion ($r = 0.6705$, $p < 0.05$). The null hypothesis was rejected. The study is anchored on Orem's Self-Care Deficit Nursing Theory, Benner's Novice to Expert Theory, King's Theory of Goal Attainment, and von Bertalanffy's General Systems Theory. A Supportive Supervision Enhancement Program (SSEP-BHW) is proposed to sustain and strengthen nurse supervision and BHW capacity in rural community healthcare settings in Surigao del Norte.

Keywords: Nurse supervision, barangay health workers, BHW capacity, health program promotion, supportive supervision, Surigao del Norte, community health nursing

INTRODUCTION

Healthcare delivery in the Philippines depends heavily on community-based health systems, especially in rural municipalities where Barangay Health Workers (BHWs) serve as primary frontline providers implementing maternal and child care, immunization, nutrition monitoring, and health education under Republic Act No. 11223. As of 2020, approximately 241,282 BHWs were in active service nationally, with the CARAGA Region recording a ratio of 1:49 (De Mesa et al., 2025). Despite their critical role, BHWs face persistent gaps in knowledge, skills, and motivation due to inadequate training and inconsistent supervision (Johnson et al., 2022), prompting this study by a surgical ward nurse who regularly observes preventable hospitalizations reflecting inadequate BHW supervision.

Statement of the Problem

This study aimed to assess the impact of nurse supervision on building BHW capacity in promoting health programs in the selected municipality of Surigao del Norte. Specifically, it sought to determine: (1) demographic profile; (2) level of nurse supervision in terms of support and guidance, communication and feedback, and monitoring and evaluation; (3) level of BHW capacity in terms of knowledge and skills, confidence and motivation, and performance and accountability; (4) level of health program promotion in terms of community participation, program implementation, and program sustainability; (5) significant relationship between nurse supervision and BHW capacity; and (6) a proposed Supportive Supervision Enhancement Program.

Scope and Delimitations

This study was limited to 100 active BHWs in the selected municipality of Surigao del Norte and did not include nurses, midwives, or health officers as respondents. Findings may not be generalized beyond the study locale, and factors such as organizational culture, healthcare resources, and government policies were beyond the scope of this study

Review of Related Literatures

Nurse supervision encompasses guidance, mentoring, monitoring, and feedback, and the WHO (2023) confirmed it as a cooperative, non-authoritarian process that promotes healthcare quality, with Gopalakrishnan et al. (2021) finding that CHWs with greater supervisory intensity had 70 percent higher odds of delivering quality services. Supervisory support and recognition significantly shape BHW capacity, including knowledge and skills, confidence and motivation, and performance and accountability (Mallari et al., 2020; Santos & Mendoza, 2022). Nurse supervision and BHW capacity directly influence health program promotion in terms of community participation, program implementation, and sustainability (Dodd et al., 2025; Serafica et al., 2025; Garcia & Torres, 2022).

Theoretical Framework

This study is anchored on four theories. Orem's Self-Care Deficit Theory explains why Barangay Health Workers need guidance and support from nurses, while Benner's Novice to Expert Theory shows that continuous supervision and mentoring help them become more competent. King's Goal Attainment Theory emphasizes teamwork and communication, and Von Bertalanffy's General Systems Theory explains that nurse supervision, BHW capacity, and health program promotion work together to improve community healthcare.

Conceptual Framework

Figure 1. Conceptual Framework of the Study

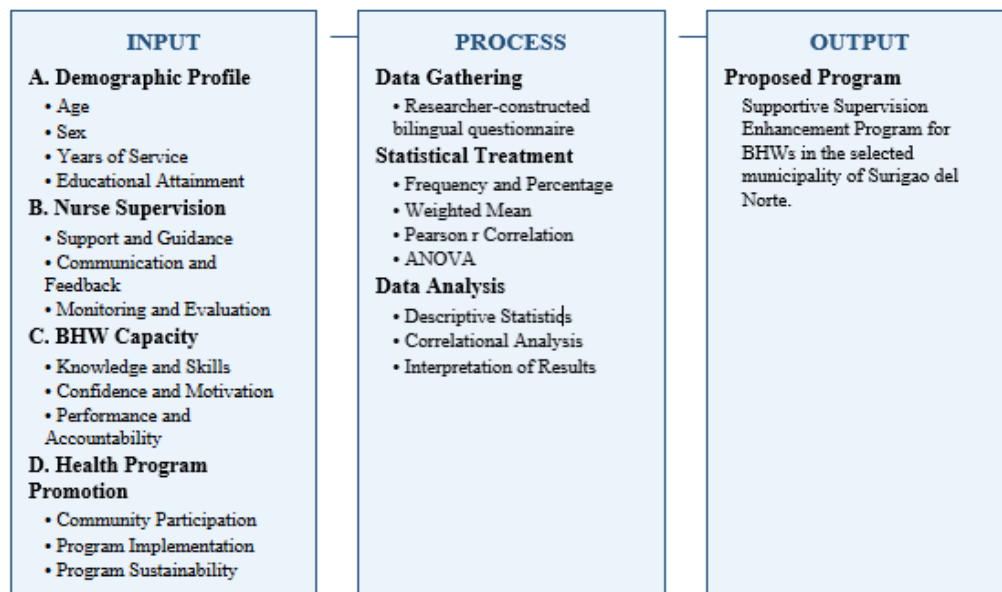


Figure 1. The Input, Process, and Output (IPO) Model showing the relationship among nurse supervision, BHW capacity, health program promotion, and the proposed Supportive Supervision Enhancement Program.

This study used the Input, Process, and Output (IPO) model as its conceptual framework. Inputs include respondent demographics, nurse supervision, BHW capacity, and health program promotion; the process uses a multilingual questionnaire and various statistical analyses, culminating in the Supportive Supervision Enhancement Program as the output.

METHODOLOGY

This study used a descriptive correlational research design. According to Polit and Beck (2017), descriptive correlational research describes variables as they naturally exist and examines the relationships among them without manipulation or intervention. This design was appropriate for examining the naturally occurring relationship between nurse supervision and BHW capacity in community healthcare settings.

Research Design

This study used a descriptive correlational research design. According to Polit and Beck (2017), this design describes variables as they naturally exist and examines the relationships among them without manipulation appropriate for examining the naturally occurring relationship between nurse supervision and BHW capacity.

Research Steps

The study commenced with a literature review, followed by instrument development, expert validation, and a pilot study in the Municipality of Bacuag, Surigao del Norte. After securing ethical clearance and institutional approval, the researchers personally collected data from 100 respondents, then encoded, analyzed, and interpreted them to address each SOP item.

Data Collection and Sample Selection-

Frequency and percentage described the demographic profile, while weighted mean determined the levels of nurse supervision, BHW capacity, and health program promotion. Pearson r correlation determined the significant relationship between variables using the interpretation scale: 4.21 to 5.00 as Highly Evident or Very High, 3.41 to 4.20 as Evident or High, 2.61 to 3.40 as Moderately Evident or Moderate, 1.81 to 2.60 as Less Evident or Low, and 1.00 to 1.80 as Not Evident or Very Low.

Data Analysis Methods

Frequency and percentage described the demographic profile. Weighted mean determined the levels of nurse supervision, BHW capacity, and health program promotion. Pearson r correlation determined the significant relationship between variables. Interpretation scale: 4.21-5.00 = Highly Evident/Very High; 3.41-4.20 = Evident/High; 2.61-3.40 = Moderately Evident/Moderate; 1.81-2.60 = Less Evident/Low; 1.00-1.80 = Not Evident/Very Low.

Research Hypotheses and Validation

The null hypothesis of no significant relationship was tested at 0.05 level using Pearson r. The instrument was pilot-tested in the Municipality of Bacuag, Surigao del Norte with 10 BHWs. Cronbach's alpha was computed for reliability, yielding an acceptable reliability coefficient.

Study Limitations and ethical considerations

Findings were limited to 100 BHWs in the selected municipality. All ethical protocols were strictly observed including informed consent, voluntary participation, anonymity,

confidentiality, and compliance with the Data Privacy Act of 2012. The principles of beneficence, non-maleficence, justice, and respect for persons were upheld throughout.

RESULTS AND DISCUSSION

The study found that most Barangay Health Workers (BHWs) were 31 to 40 years old, female, had 1 to 3 years of service, and were high school graduates, representing the typical BHW profile in the selected municipality. The level of nurse supervision was Very High (WM = 4.71), indicating that nurses consistently provided support, guidance, communication, feedback, and regular monitoring. Likewise, BHW capacity was Very High (WM = 4.69), showing that respondents possessed strong knowledge, skills, confidence, motivation, and accountability in performing their duties. The level of health program promotion was also Very High (WM = 4.70), reflecting the BHWs' active participation in implementing and sustaining community health programs. Finally, the study revealed a significant positive relationship between nurse supervision and BHW capacity ($r = 0.7603$, $p < 0.05$), as well as significant relationships between nurse supervision and health program promotion, and between BHW capacity and health program promotion. These findings led to the rejection of the null hypothesis, indicating that effective nurse supervision contributes to stronger BHW capacity and more successful health program promotion.

SUMMARY

This study assessed the impact of nurse supervision on BHW capacity in promoting health programs in the selected municipality of Surigao del Norte using a descriptive correlational design with 100 BHW respondents. All three variables were rated Highly Evident or Very High: nurse supervision (WM = 4.71), BHW capacity (WM = 4.69), and health program promotion (WM = 4.70). Pearson r revealed a high positive significant correlation between nurse supervision and BHW capacity ($r = 0.7603$, $p < 0.05$), confirming that nurse supervision is a significant determinant of BHW capacity and community health program promotion. The null hypothesis was rejected. A Supportive Supervision Enhancement Program (SSEP-BHW) was proposed to institutionalize and strengthen supervisory practices in rural community healthcare settings.

CONCLUSIONS

The findings showed that effective nurse supervision helps improve the knowledge, skills, confidence, and performance of Barangay Health Workers. Better supervision was also associated with stronger health program promotion in the community, leading to the rejection of the null hypothesis. Therefore, structured and continuous nurse supervision plays an important role in strengthening primary healthcare services.

RECOMMENDATIONS

The study recommends that nurses continue providing regular guidance, feedback, and monitoring to help Barangay Health Workers perform their duties effectively. The Municipal Health Office should implement the proposed Supportive Supervision Enhancement Program (SSEP-BHW), while the Department of Health should continue supporting BHWs through training, supervision, and adequate benefits. Future researchers are encouraged to conduct

similar studies in other municipalities to further validate the findings.

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AI DECLARATION STATEMENT

AI-supported tools assisted with grammar, structure, and language clarity in the preparation of this manuscript. No AI tools were used to collect, analyze, or interpret data. All academic contributions and research decisions are solely credited to the author.

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